



MOTOR VEHICLES, DEPARTMENT OF CAREER EXECUTIVE ASSIGNMENT EXAMINATION ANNOUNCEMENT

California State Government supports equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, medical condition or pregnancy. It is an objective of the State of California to achieve a drug-free work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing Civil Service, and the special trust placed in public servants.

DEPARTMENT:	MOTOR VEHICLES, DEPARTMENT OF	RELEASE DATE:	Wednesday, February 17, 2010
POSITION TITLE:	CEA 2, CHIEF, OCCUPATIONAL LICENSING BRANCH	FINAL FILING DATE:	Wednesday, March 3, 2010
CEA LEVEL:	CEA 2	EXTENDED FINAL FILING DATE:	
SALARY RANGE:	\$ 7,815.00 - \$ 8,616.00 / Month	BULLETIN ID:	02172010_5

POSITION DESCRIPTION

Under the administrative direction of the Licensing Operations Division, Deputy Director, the Chief, Occupational Licensing (OL) Branch, manages the department's OL Operations, OL Inspections, and OL Compliance. The incumbent administers an annual budget that exceeds \$4.5 million per fiscal year and collects approximately \$14 million in annual fees. Responsibilities include developing and ensuring consistent execution of program objectives and goals; establishing licensing criteria and programs to monitor licensee business practices that effectively address consumer and department concerns; monitoring workload and workflow between program areas; evaluating staffing needs; establishing protocols for the effective use of workforce and resources; conducting office visits and engaging managers in discussions that evaluate program processes, identifying areas for improvement and formulate solutions; directing staff responsible for analyzing legislative bills or proposed regulations for program impact and in preparation of project summaries to implement program changes; directing staff responsible for preparing responses to inquiries which are technical or sensitive in nature; and establishing and administering a uniform statewide policy for refusing licenses to unqualified applicants, for initiating timely action against non-compliant licensees, and for imposing discipline on such individuals or businesses.

The incumbent will additionally be responsible for leading staff in development of projects designed to enhance industry compliance and increasing consumer protection; establishing business rules for automated projects; developing pilot programs and evaluating the effectiveness and benefits of these programs to support future department action or as part of analyzing operational needs; assisting managers in resolving complex and/or sensitive issues as they arise and through regularly scheduled meetings; ensuring managers are trained in methods to effectively handle employee situations; ensuring managers are initiating appropriate corrective measures to address employee issues; planning management development; ensuring managers receive timely updates to policies and procedures; communicating effectively and establishing relationships with industry representatives in the automotive, traffic safety education, transportation industries, legislative office personnel,

other state agencies, and administrators from other state and law enforcement agencies; representing the Licensing Operations Division and/or department at conferences, meetings, seminars, and panel discussions; overseeing branch expenditures and providing justification for additional positions or increases in budget allocation; and ensuring training plans are developed for all levels of staff and addressing special training needs.

MINIMUM QUALIFICATIONS

Applicants must meet the following minimum qualifications:

Either I

Must be a State civil service employee with permanent civil service status or who previously had permanent status in the State civil service.

Or II

Must be a current or former employee of the Legislature, with two or more consecutive years as defined in Government code § 18990.

Or III

Must be a current or former non-elected exempt employee of the Executive Branch with two or more consecutive years (excluding those positions for which salaries are set by statute) as defined in Government Code § 18992.

Or IV

Must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code § 18991.

KNOWLEDGE AND ABILITIES

Applicants must demonstrate the ability to perform high administrative and policy – influencing functions effectively. Such overall ability requires possession of most of the following more specific knowledge and abilities:

(1) Knowledge of the organization and functions of California State Government including the organization and practices of the Legislature and the Executive Branch; principles, practices, and trends of public administration, organization, and management; techniques of organizing and motivating groups; program development and evaluation; methods of administrative problem solving; principles and practices of policy formulation and development; and personnel management techniques; the department's or agency's Equal Employment Opportunity Program objectives; and a manager's role in the Equal Employment Opportunity Program.

(2) Ability to plan, organize, and direct the work of multidisciplinary professional and administrative staff; analyze administrative policies, organization, procedures and practices; integrate the activities of a diverse program to attain common goals; gain the confidence and support of top level administrators and advise them on a wide range of administrative matters; develop cooperative working relationships with representatives of all levels of government, the public, and the Legislature and Executive branches; analyze complex problems and recommend effective courses of action; and prepare and

review reports; and effectively contribute to the department's or agency's Equal Employment Opportunity objectives.

These knowledge and abilities are expected to be obtained from the following kinds of experience with substantial participation in the formulation, operation and/or evaluation of program policies (experience may have been paid or volunteer; in State service, other government settings, or in a private organization):

CEA Level 1. Supervisory/administrative experience in a line or staff activity, including the execution and/or evaluation of program policies.

CEA Levels 2 and 3. Broad administrative or program manager experience with substantial participation in the formulation, operation, and/or evaluation of program policies.

CEA Levels 4 and 5. Extensive managerial and program administrative experience which has included substantial responsibility for a combination of management functions such as program planning; policy formulation; organization coordination and control; and fiscal and personnel management. Where high technical professional qualifications are of primary importance in performing the duties of a given CEA position, then the above required experience may have been in a staff capacity exercising professional skills to influence and contribute to program, policy, and methods of providing those professional services. Primary examples are medical doctors and attorneys.

DESIRABLE QUALIFICATION(S)

Knowledge of department operations including occupational licensing.

Knowledge of post licensing compliance.

Knowledge of field inspections of the automotive dealer industry programs.

Knowledge of general "due process" principles applicable to administrative hearings.

Demonstrated ability to develop, evaluate, recommend, and implement policies for the department's Occupational Licensing programs.

Demonstrated decision-making ability.

Strong personnel management, leadership and interpersonal skills.

Demonstrated ability to communicate orally and in writing with all levels of internal and external customers.

Experience and ability in providing accurate and timely service to internal and external customers.

EXAMINATION INFORMATION

A minimum rating of 70% must be attained to obtain list eligibility. Hiring interviews may be conducted with the most qualified candidates. All candidates will receive written notification of their examination results. The result of this examination will be used only to fill the position of **CEA 2, CHIEF, OCCUPATIONAL LICENSING BRANCH**, with the **MOTOR VEHICLES, DEPARTMENT OF**. Applications will be retained for twelve months.

The Results of this examination will be used only to fill this position and may be used to fill subsequent vacancies for this position for a period of up to twelve months.

The applications and Statement of Qualifications will be reviewed by a screening committee. Using predetermined evaluation criteria based on the minimum and desirable qualifications, applicants will be competitively ranked according to their education, training, experience, and skills. Interviews may be conducted with the most qualified applicants. All accepted applicants will be notified of their final score.

FILING INSTRUCTIONS

Effective January 1, 2009, Government Code Section 18991 was enacted which permits persons retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty to apply for Career Executive Assignment (CEA) examinations, for which he/she meets the minimum qualifications. Persons applying who qualify as a Veteran under Government Code Section 18991 must submit a copy of their DD214 with their Standard State Application (Form 678).

Interested applicants must submit:

- A completed Standard State Application (Form 678).
- A "Statement of Qualifications". The Statement is a narrative discussion of how the candidate's education, training, experience, and skills meet the minimum and desirable qualifications and qualify them for the position. The Statement of Qualifications serves as a documentation of each candidate's ability to present information clearly and concisely in writing and should be typed and no more than TWO pages in length.
- Resumes do not take the place of the Statement of Qualifications.

Applications must be submitted by the final filing date to:

MOTOR VEHICLES, DEPARTMENT OF, Selection Services/Administrative Services Division
PO Box 932315 - Mail Station G208, Sacramento, CA 94232-3150
Lisa McCann | 916-657-7553 | lmccann@dmv.ca.gov

ADDITIONAL INFORMATION

You may hand deliver your application to the Department of Motor Vehicles - Selection Services Unit at 2570 24th Street, 1st Floor Lobby - Examination Drop Box, Sacramento, CA 95818. State Applications and Statement of Qualifications must be received in the Examination Drop Box by 5:00 p.m. on the final filing date.

SPECIAL TESTING

If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the "Examination Application." You will be contacted to make specific arrangements.

GENERAL INFORMATION

If you meet the requirements stated in this bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of others who take this test, and all candidates who pass will be ranked according to their scores.

The MOTOR VEHICLES, DEPARTMENT OF reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service law and rules and all competitors will be notified.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others.

Class specs: <http://www.dpa.ca.gov/textdocs/specs/s7/s7500.txt>